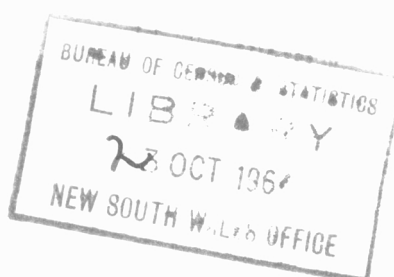
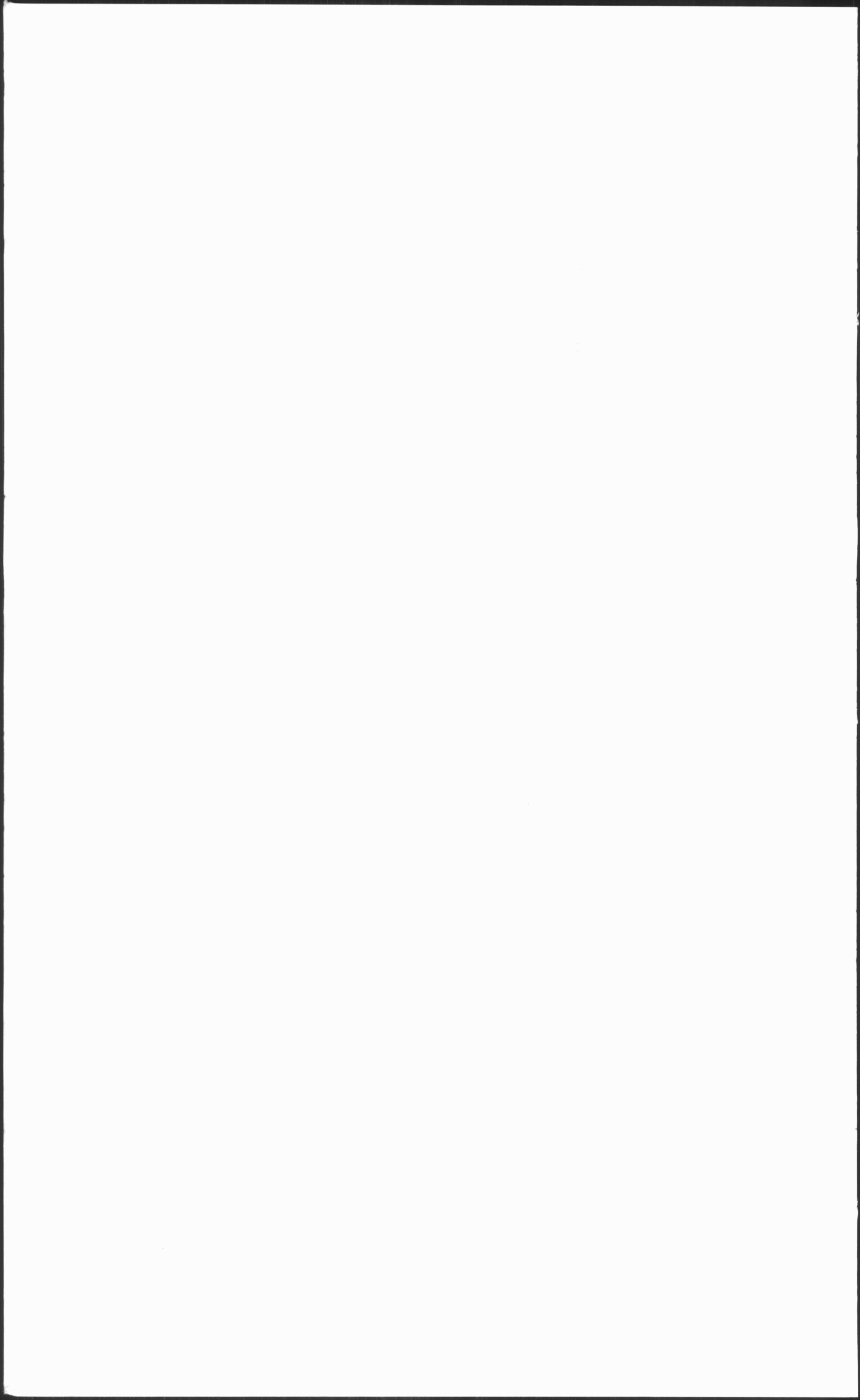


# WAGE RATES AND EARNINGS



**JULY, 1964**





COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

CANBERRA, AUSTRALIA

WAGE RATES AND EARNINGS : JULY, 1964

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NOTE:- This issue contains, in Section IV, particulars of the sample surveys of weekly earnings and hours conducted as at October, 1962 and October, 1963.

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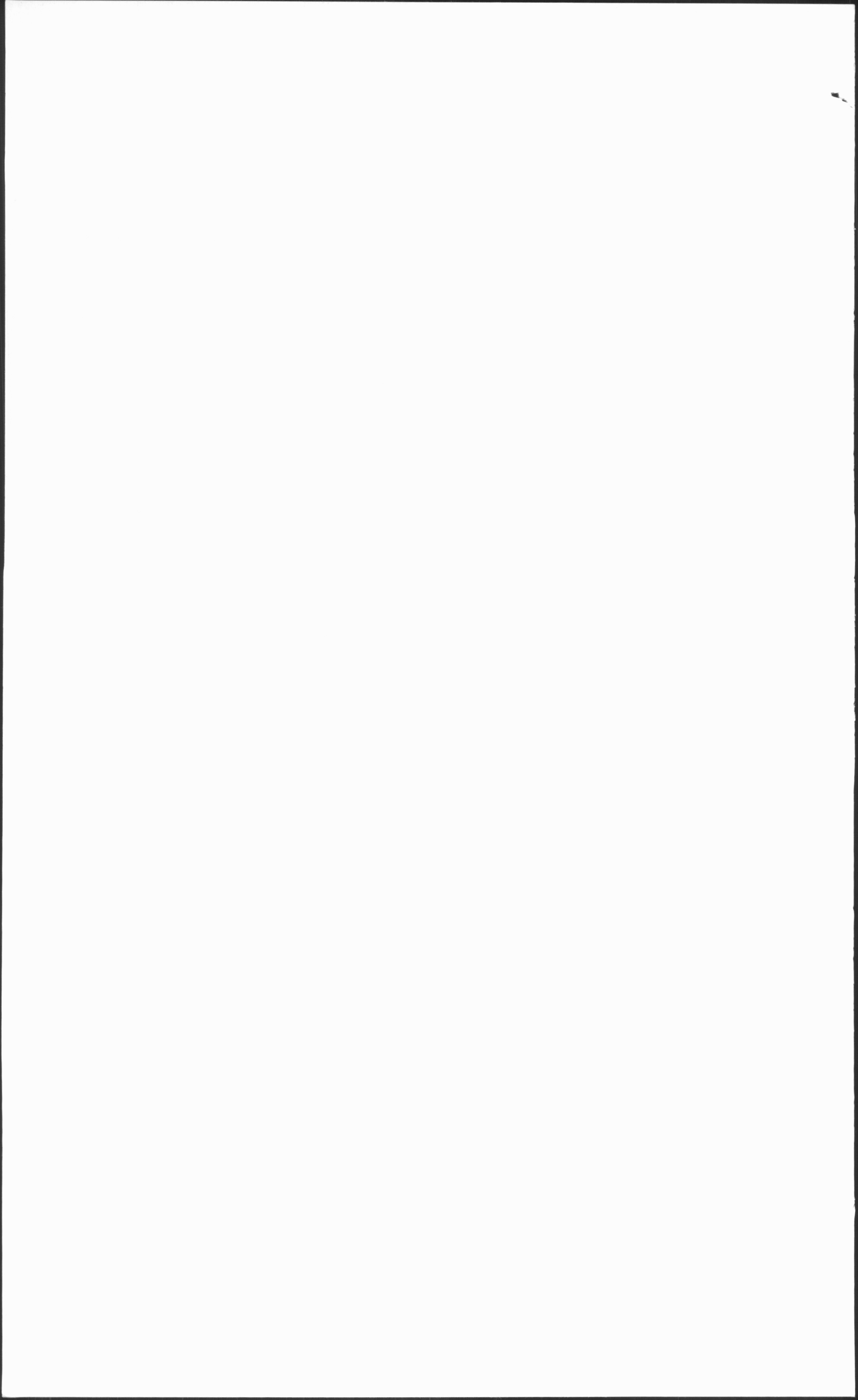
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# I. MINIMUM WAGE RATES

This section contains particulars of weighted average minimum weekly and hourly wage rates for adult males and adult females for Australia and each State, together with index numbers with base : year 1954 = 100.

2. The minimum wage is the lowest rate payable for a particular occupation, and for most occupations it comprises the basic wage (see page 12) and "secondary" wage payments, i.e. additional amounts such as margins for skill, etc., and loadings of various kinds. In the majority of cases such rates are prescribed in awards or determinations of Commonwealth or State industrial authorities or in agreements registered with them. Some rates are prescribed in unregistered agreements between employers and employees.
3. The Minimum Wage Rate Index is based on the occupation structure existing in 1954. Weights for each industry and each occupation were derived from two sample surveys made in that year. The first was the Survey of Awards in April, 1954, which showed the number of employees covered by individual awards, determinations and agreements, and provided employee weights for each industry as well as a basis for the Survey of Award Occupations made in November, 1954. This second survey showed the number of employees in each occupation within selected awards, etc., in the various industries, thereby providing occupation weights.
4. The minimum wage rates used in the index are for representative occupations within each industry. They have been derived entirely from representative awards, determinations and agreements in force at the end of each period commencing with March, 1939, for adult males and March, 1951, for adult females. The index for adult males includes rates for 3,424 award designations. However, as some of these designations are operative within more than one industry, or in more than one State, the total number of individual award occupations is 2,322. For adult females the corresponding numbers are 1,103 and 518. By use of the industry and occupation weights derived from the surveys described above, these rates were combined to give weighted averages for each industry group for each State and Australia. Because of coverage difficulties the rural industry is not included in the index.
5. Because the indexes are designed to measure movements in prescribed minimum rates of "wages" as distinct from "salaries", those awards, etc. which relate solely or mainly to salary-earners are excluded.
6. In ascertaining from awards, etc., the wage rates for representative occupations, it was found in some cases that an occupation selected as representative in the base year (1954) did not exist in earlier years. In such cases another occupation with the same marginal rate of wage was chosen from the same award and variations in the wage rates for this occupation were taken to be representative for the earlier period.
7. Since 1954 the industrial structure in Australia, and particularly in some States, has been undergoing a degree of change which over a period is likely to have some effects on the index. Generally the effect of new or expanding industries on the index is not significant, because occupations in such industries can usually be covered by existing awards, and the wage rates for the new occupations conform very closely to those for existing occupations. Occasionally, however, an entirely new award is made to cover a new industry, and in such cases occupations from the new award are introduced into the index whenever such action is warranted by the number of employees in the industry. By these means it has been possible for the occupations in the index to be kept, as nearly as may be, continuously representative and for a high degree of comparability to be preserved over a long period.

8. Weighted averages of the components of the total minimum weekly wage rate, i.e. basic wage, margin and loading, are calculated separately for adult male employees covered by Commonwealth awards, etc., and for those covered by State awards, etc. These particulars are published in Tables 3 and 4 of this bulletin. Relevant definitions are as follows:-

"Commonwealth awards, etc." include awards of, or agreements registered with, the Commonwealth Conciliation and Arbitration Commission, and determinations of the Commonwealth Public Service Arbitrator.

"State awards, etc." include awards or determinations of, or agreements registered with, State industrial tribunals, together with certain unregistered agreements, where these are dominant in the particular industries to which they refer.

"Basic wage" rates are weighted averages of the weekly rates prescribed in awards, etc., for the occupations included in the index for each State. For industries other than mining, metropolitan basic wage rates have generally been used. However, there are a number of occupations for which basic wage rates other than the metropolitan rate are prescribed. Also in some States at various times, State Government employees under Commonwealth awards have been paid State basic wage rates, and the basic wage rates of some employees have been subject to automatic quarterly adjustments while those of other employees within the same jurisdiction have remained unchanged. In all such cases the basic wage rate actually paid is used in tables herein. For these and other reasons, the weighted average basic wage rates shown in the tables in this section differ, in the majority of cases, from the metropolitan basic wage rates shown in Tables 11 and 12 of Section II.

"Margins" are minimum amounts, in addition to the basic wage, awarded to particular classifications of employees for features attaching to their work, such as skill, experience, arduousness or other like factors.

"Loadings" include industry loadings and other general loadings prescribed in awards, etc. for the occupations included in the index.

9. The proportion of employees covered by Commonwealth and State awards, etc., varies considerably as between States. In addition, the proportions of employees engaged in the respective industries differ from State to State. As a result there are relatively wide differences between the weighted average amounts of margins and loadings in the several States.

10. The wage rates shown in the tables in this section should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends. Neither the wage rates nor the corresponding index numbers measure the relative level of minimum wages as between States.

11. Minimum weekly wage rates for adult males should not be compared with average weekly earnings per employed male unit, shown in Section III, because the latter include not only the earnings of adult wage-earners but also those of all salaried employees, junior wage-earners and part-time and casual employees.

12. Wage rates and index numbers for adult males are available as at the end of each quarter from March, 1939 to December, 1956 and as at the end of each month from January, 1957. Particulars for adult females are compiled quarterly and are available from March, 1951. For details of wage rates and index numbers from 1939 reference should be made to the following Statistical Bulletins:-

S.B. 123 - Minimum Weekly Wage Rates, 1939 to 1959.

S.B. 31 - Minimum Wage Rates, January, 1960 to June, 1963.

Figures subsequent to June, 1963 will be found in the monthly bulletins, Wage Rates and Earnings, commencing with the June, 1964 issue.

13. In some cases, when awards, etc. are varied, the new wage rates are made retrospective. Also there is generally an unavoidable, and sometimes considerable, delay in the receipt of notification of changes in margins and loadings in respect of the occupations included in the index. Such retrospective, etc. effects on figures already published for recent months are generally incorporated in revisions made at the time of publication of detailed special Statistical Bulletins (see paragraph 12).

TABLE 1. - MINIMUM WEEKLY WAGE RATES : ADULT MALES (a)

INDUSTRY GROUPS, 31ST JULY, 1964

Weighted average minimum weekly rates payable for a full week's work (excluding over-time), as prescribed in awards, determinations, etc., and index numbers of wage rates.

Industry Group	N.S.W. (d)	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE							
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Mining and Quarrying (b)	496 9	391 4	465 4	382 2	408 6	404 0	463 3
Manufacturing -							
Engineering, Metals, Vehicles, etc.	388 6	387 0	386 0	386 0	381 1	399 11	387 6
Textiles, Clothing and Footwear	382 3	377 8	376 10	366 11	376 2	371 5	378 7
Food, Drink and Tobacco	387 0	401 10	379 1	374 6	382 7	385 5	388 10
Sawmilling, Furniture, etc.	392 6	375 0	367 1	380 10	367 2	381 3	379 5
Paper, Printing, etc.	417 9	423 6	423 4	414 9	437 6	397 5	419 4
Other Manufacturing	390 4	384 7	369 4	381 0	369 0	388 10	384 8
All Manufacturing Groups	390 2	388 9	380 11	384 0	378 10	391 4	387 8
Building and Construction	402 11	419 0	370 6	389 10	377 5	399 8	397 9
Railway Services	394 10	364 4	390 1	374 9	363 6	387 8	381 11
Road and Air Transport	403 3	385 8	360 8	374 1	379 4	383 4	388 1
Shipping and Stevedoring	389 8	389 9	384 7	387 4	382 2	386 4	387 9
Communication	434 0	430 11	429 0	429 0	429 7	427 4	431 6
Wholesale and Retail Trade	396 0	396 9	386 9	382 4	381 8	399 0	392 6
Public Authority (n.e.i.) and Community and Business Services	396 3	381 3	378 3	370 8	362 8	403 3	383 9
Amusement, Hotels, Personal Service, etc.	380 8	365 4	366 0	365 9	364 9	374 9	371 10
All Industry Groups (c)	399 7	392 9	385 5	384 6	380 8	395 0	392 11

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(Base : Weighted Average Weekly Wage Rate, Australia, 1954 = 100)

Mining and Quarrying (b)	175.9	138.6	164.8	135.3	144.6	143.0	164.0
Manufacturing -							
Engineering, Metals, Vehicles, etc.	137.6	137.0	136.7	136.7	134.9	141.6	137.2
Textiles, Clothing and Footwear	135.3	133.7	133.4	129.9	133.2	131.5	134.0
Food, Drink and Tobacco	137.0	142.3	134.2	132.6	135.5	136.5	137.7
Sawmilling, Furniture, etc.	139.0	132.8	130.0	134.8	130.0	135.0	134.3
Paper, Printing, etc.	147.9	150.0	149.9	146.9	154.9	140.7	148.5
Other Manufacturing	138.2	136.2	130.8	134.9	130.7	137.7	136.2
All Manufacturing Groups	138.2	137.6	134.9	136.0	134.1	138.6	137.3
Building and Construction	142.7	148.4	131.2	138.0	133.6	141.5	140.8
Railway Services	139.8	129.0	138.1	132.7	128.7	137.3	135.2
Road and Air Transport	142.8	136.6	127.7	132.5	134.3	135.7	137.4
Shipping and Stevedoring	138.0	138.0	136.2	137.1	135.3	136.8	137.3
Communication	153.7	152.6	151.9	151.9	152.1	151.3	152.8
Wholesale and Retail Trade	140.2	140.5	136.9	135.4	135.1	141.3	139.0
Public Authority (n.e.i.) and Community and Business Services	140.3	135.0	133.9	131.2	128.4	142.8	135.9
Amusement, Hotels, Personal Service, etc.	134.8	129.4	129.6	129.5	129.2	132.7	131.7
All Industry Groups (c)	141.5	139.1	136.5	136.1	134.8	139.9	139.1

(a) See paragraph 10, page 4. (b) For mining, the wage rates include lead bonuses, etc.  
(c) Excludes rural. (d) See footnote (b) to Table 2, page 6.

TABLE 2. - MINIMUM WEEKLY WAGE RATES : ADULT MALES, ALL GROUPS (a)

Weighted average minimum weekly rates payable for a full week's work (excluding over-time), as prescribed in awards, determinations, etc., and index numbers of wage rates.

End of -	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE							
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
December -							
1939	100 1	97 1	99 5	94 1	100 6	92 2	98 4
1945	122 6	121 1	118 1	116 0	120 4	115 7	120 7
1950	206 2	201 9	195 2	197 11	200 7	198 0	202 0
1955	305 3	295 7	283 6	285 0	300 1	293 7	297 0
1959	350 3	344 2	334 4	339 11	340 9	347 1	344 8
1960	362 10	349 11	350 8	342 2	358 1	351 6	355 0
1961	373 5	362 2	359 10	354 7	363 9	362 8	365 9
1962	373 8	363 8	359 8	356 6	365 8	364 9	366 7
1963	382 4	372 0	369 11	363 8	375 0	372 10	375 3
1963 - July	380 6	371 2	368 7	363 5	372 0	371 8	373 10
August	381 7	371 4	369 3	363 6	373 9	372 2	374 7
September	381 9	371 8	369 3	363 6	373 11	372 2	374 9
October	382 1	371 10	369 9	363 8	374 8	372 9	375 1
November	382 1	371 10	369 9	363 8	374 10	372 9	375 1
December	382 4	372 0	369 11	363 8	375 0	372 10	375 3
1964 - January	383 5	372 7	369 11	363 10	375 2	374 11	375 11
February	383 7	372 7	370 0	363 11	375 2	374 11	376 0
March	383 9	372 8	370 0	363 11	375 3	375 0	376 1
April	383 10	372 8	370 2	364 1	377 8	375 0	376 4
May	385 0	372 8	370 2	364 1	378 3	375 4	376 11
June	(b)399 5	388 6	374 4	384 2	380 8	393 10	390 1
July	(b)399 7	392 9	385 5	384 6	380 8	395 0	392 11

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(Base : Weighted Average Weekly Wage Rate, Australia, 1954 = 100)

December -							
1939	35.4	34.4	35.2	33.3	35.6	32.6	34.8
1945	43.4	42.9	41.8	41.1	42.6	40.9	42.7
1950	73.0	71.4	69.1	70.1	71.0	70.1	71.5
1955	108.1	104.7	100.4	100.9	106.3	104.0	105.2
1959	124.0	121.9	118.4	120.4	120.7	122.9	122.0
1960	128.5	123.9	124.2	121.2	126.8	124.5	125.7
1961	132.2	128.2	127.4	125.6	128.8	128.4	129.5
1962	132.3	128.8	127.4	126.2	129.5	129.2	129.8
1963	135.4	131.7	131.0	128.8	132.8	132.0	132.9
1963 - July	134.7	131.4	130.5	128.7	131.7	131.6	132.4
August	135.1	131.5	130.7	128.7	132.3	131.8	132.6
September	135.2	131.6	130.7	128.7	132.4	131.8	132.7
October	135.3	131.7	130.9	128.8	132.7	132.0	132.8
November	135.3	131.7	130.9	128.8	132.7	132.0	132.8
December	135.4	131.7	131.0	128.8	132.8	132.0	132.9
1964 - January	135.8	131.9	131.0	128.8	132.8	132.8	133.1
February	135.8	131.9	131.0	128.9	132.8	132.8	133.1
March	135.9	132.0	131.0	128.9	132.9	132.8	133.2
April	135.9	132.0	131.1	128.9	133.7	132.8	133.3
May	136.3	132.0	131.1	128.9	133.9	132.9	133.5
June	(b)141.4	137.6	132.5	136.0	134.8	139.4	138.1
July	(b)141.5	139.1	136.5	136.1	134.8	139.9	139.1

(a) Excludes rural. See paragraph 10, page 4. (b) The New South Wales figures for June and July, 1964 incorporate the proposed retrospective basic wage increase of 10 shillings a week for adult males (State awards, etc.). This higher rate is being paid to many employees.



TABLE 3. - MINIMUM WEEKLY WAGE RATES : ADULT MALES (a)

COMPONENTS OF TOTAL WAGE RATE, 31ST JULY, 1964

Weighted averages of minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements.

State	Commonwealth Awards, etc.				State Awards, etc.				All Awards, etc.			
	Basic Wage (b)	Margin	Load-ing	Total Wage	Basic Wage (b)	Margin	Load-ing	Total Wage	Basic Wage	Margin	Load-ing	Total Wage
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
N.S.W.(c)	313 7	80 5	5 8	399 8	315 0	75 10	8 8	399 6	314 3	78 2	7 2	399 7
Vic.	307 4	75 2	5 2	387 8	306 6	89 5	8 2	404 1	307 1	79 7	6 1	392 9
Qld.	299 5	88 5	5 7	393 5	300 11	77 1	5 5	383 5	300 7	79 5	5 5	385 5
S.A.	303 6	82 5	2 9	388 8	303 1	63 0	9 2	375 3	303 5	76 5	4 8	384 6
W.A.	308 2	98 3	2 11	409 4	303 7	67 9	5 6	376 10	304 2	71 4	5 2	380 8
Tas.	312 1	72 5	5 7	390 1	313 11	77 4	11 3	402 6	312 9	74 5	7 10	395 0
Aust.	309 2	79 1	5 1	393 4	308 2	76 10	7 7	392 7	308 8	78 0	6 3	392 11

(a) Excludes rural. See paragraph 10, page 4. For definitions see paragraph 8, page 4.

(b) The basic wage rates shown are weighted averages, and therefore differ from the metropolitan rates shown in Tables 11 and 12. See explanation on page 4. (c) See footnote (b) to Table 2, page 6.

TABLE 4. - MINIMUM WEEKLY WAGE RATES : ADULT MALES, AUSTRALIA (a)

COMPONENTS OF TOTAL WAGE RATE

Weighted averages of minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements.

End of -	Commonwealth Awards, etc.				State Awards, etc.				All Awards, etc.			
	Basic Wage (b)	Margin	Load-ing	Total Wage	Basic Wage (b)	Margin	Load-ing	Total Wage	Basic Wage	Margin	Load-ing	Total Wage
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
December -												
1939	79 5	17 3	0 4	97 0	81 11	17 4	0 6	99 9	80 8	17 3	0 5	98 4
1945	97 3	19 4	4 1	120 8	98 1	20 0	2 5	120 6	97 8	19 8	3 3	120 7
1950	162 2	35 8	3 11	201 9	161 8	35 3	5 5	202 4	161 11	35 6	4 7	202 0
1955	239 0	52 8	2 4	294 0	244 8	50 6	5 0	300 2	241 10	51 7	3 7	297 0
1959	277 2	69 2	3 0	349 4	275 8	59 6	4 8	339 10	276 5	64 5	3 10	344 8
1960	278 2	70 1	3 2	351 5	285 2	68 5	5 3	358 10	281 7	69 3	4 2	355 0
1961	289 9	70 8	3 6	363 11	293 5	68 11	5 3	367 7	291 6	69 10	4 5	365 9
1962	289 7	71 3	4 1	364 11	293 1	69 4	5 11	368 4	291 3	70 4	5 0	366 7
1963	289 10	78 9	4 7	373 2	295 0	75 8	6 10	377 6	292 4	77 3	5 8	375 3
1963 -												
July	289 9	78 4	4 4	372 5	294 7	74 4	6 5	375 4	292 1	76 5	5 4	373 10
August	289 10	78 4	4 4	372 6	295 0	74 11	6 10	376 9	292 4	76 9	5 6	374 7
Sept.	289 10	78 5	4 4	372 7	295 0	75 3	6 10	377 1	292 4	76 10	5 7	374 9
Oct.	289 10	78 8	4 4	372 10	295 0	75 7	6 10	377 5	292 4	77 2	5 7	375 1
Nov.	289 10	78 8	4 4	372 10	295 0	75 7	6 10	377 5	292 4	77 2	5 7	375 1
Dec.	289 10	78 9	4 7	373 2	295 0	75 8	6 10	377 6	292 4	77 3	5 8	375 3
1964 -												
Jan..	289 10	78 11	4 11	373 8	295 0	76 6	6 11	378 5	292 4	77 9	5 10	375 11
Feb.	289 10	78 11	4 11	373 8	295 0	76 7	7 2	378 9	292 4	77 9	5 11	376 0
March	289 10	78 11	4 11	373 8	295 0	76 7	7 2	378 9	292 4	77 9	6 0	376 1
April	289 10	78 11	4 11	373 8	295 4	76 9	7 2	379 3	292 6	77 10	6 0	376 4
May	290 0	78 11	4 11	373 10	296 1	76 9	7 4	380 2	292 11	77 11	6 1	376 11
June(c)	308 10	79 0	5 0	392 10	303 1	76 9	7 4	387 2	306 1	77 11	6 1	390 1
July(c)	309 2	79 1	5 1	393 4	308 2	76 10	7 7	392 7	308 8	78 0	6 3	392 11

NOTE. - For footnotes see Table 3 above.

TABLE 5. - MINIMUM HOURLY WAGE RATES : ADULT MALES (a)

INDUSTRY GROUPS, 31ST JULY, 1964

Weighted average minimum hourly rates payable and index numbers of hourly rates.

Industry Group	N.S.W. (d)	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (Pence)							
Mining and Quarrying (b)	151.22	117.40	139.60	114.65	126.41	121.20	140.66
Manufacturing -							
Engineering, Metals, Vehicles, etc.	116.55	116.10	115.80	115.80	114.32	119.98	116.25
Textiles, Clothing and Footwear	114.68	113.30	113.05	110.08	112.85	111.43	113.57
Food, Drink and Tobacco	116.27	120.55	113.72	112.35	114.77	115.63	116.71
Sawmilling, Furniture, etc.	117.75	112.50	110.12	114.25	110.15	114.38	113.83
Paper, Printing, etc.	125.33	127.24	127.00	124.43	133.89	119.23	125.96
Other Manufacturing	117.10	115.49	110.80	114.56	110.45	116.74	115.46
All Manufacturing Groups	117.08	116.65	114.28	115.26	113.71	117.40	116.33
Building and Construction	120.88	125.70	111.15	116.95	113.23	119.90	119.33
Railway Services	118.45	109.41	117.02	112.43	109.05	116.30	114.60
Road and Air Transport	120.98	115.70	108.20	112.22	113.80	115.00	116.42
Communication	130.20	129.28	128.70	130.03	128.87	129.53	129.61
Wholesale and Retail Trade	118.80	119.03	116.03	114.70	114.50	119.70	117.75
Public Authority (n.e.i.) and Community and Business Services	121.21	117.52	114.85	113.38	109.95	122.85	117.32
Amusement, Hotels, Personal Service, etc.	114.20	109.60	109.80	109.73	109.43	112.73	111.55
All Industry Groups (c)	120.10	117.94	115.71	115.44	114.49	118.74	118.04

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(Base : Weighted Average Hourly Wage Rate, Australia, 1954 = 100)

Mining and Quarrying (b)	178.1	138.3	164.4	135.0	148.9	142.8	165.7
Manufacturing -							
Engineering, Metals, Vehicles, etc.	137.3	136.7	136.4	136.4	134.7	141.3	136.9
Textiles, Clothing and Footwear	135.1	133.5	133.2	129.7	132.9	131.2	133.8
Food, Drink and Tobacco	136.9	142.0	133.9	132.3	135.2	136.2	137.5
Sawmilling, Furniture, etc.	138.7	132.5	129.7	134.6	129.7	134.7	134.1
Paper, Printing, etc.	147.6	149.9	149.6	146.6	157.7	140.4	148.4
Other Manufacturing	137.9	136.0	130.5	134.9	130.1	137.5	136.0
All Manufacturing Groups	137.9	137.4	134.6	135.8	133.9	138.3	137.0
Building and Construction	142.4	148.1	130.9	137.8	133.4	141.2	140.6
Railway Services	139.5	128.9	137.8	132.4	128.4	137.0	135.0
Road and Air Transport	142.5	136.3	127.4	132.2	134.0	135.5	137.1
Communication	153.4	152.3	151.6	153.2	151.8	152.6	152.7
Wholesale and Retail Trade	139.9	140.2	136.7	135.1	134.9	141.0	138.7
Public Authority (n.e.i.) and Community and Business Services	142.8	138.4	135.3	133.5	129.5	144.7	138.2
Amusement, Hotels, Personal Service, etc.	134.5	129.1	129.3	129.2	128.9	132.8	131.4
All Industry Groups (c)	141.5	138.9	136.3	136.0	134.9	139.9	139.0

(a) See paragraph 10, page 4. (b) For mining, the wage rates include lead bonuses, etc.

(c) Excludes rural, and shipping and stevedoring. The former is not included in the Minimum Wage Rate Index and for the latter definite particulars for the computation of hourly wage rates are not available. (d) See footnote (b) to Table 2, page 6.



TABLE 6. - MINIMUM HOURLY WAGE RATES : ADULT MALES, ALL GROUPS (a)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

End of -	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (Pence)							
December -							
1939	27.48	26.44	27.49	25.45	27.15	25.14	26.91
1945	33.64	33.05	32.63	31.72	32.83	31.71	33.05
1950	61.96	60.58	58.60	59.44	60.35	59.42	60.70
1955	91.89	88.87	85.22	85.68	90.50	88.45	89.36
1959	105.28	103.35	100.35	102.08	102.56	104.38	103.55
1960	109.09	105.08	105.35	102.73	107.87	105.70	106.71
1961	112.29	108.76	108.05	106.46	109.53	109.03	109.91
1962	112.34	109.21	108.00	107.08	110.13	109.71	110.16
1963	114.94	111.68	111.08	109.18	112.91	112.06	112.76
1963 - July	114.39	111.48	110.70	109.14	112.04	111.78	112.36
August	114.74	111.53	110.93	109.16	112.56	111.93	112.56
September	114.79	111.63	110.93	109.16	112.61	111.96	112.64
October	114.84	111.63	111.03	109.18	112.79	112.04	112.69
November	114.84	111.63	111.03	109.18	112.86	112.04	112.69
December	114.94	111.68	111.08	109.18	112.91	112.06	112.76
1964 - January	115.24	111.88	111.08	109.21	112.96	112.71	112.96
February	115.32	111.88	111.08	109.23	112.96	112.71	112.99
March	115.37	111.91	111.08	109.26	112.99	112.73	113.01
April	115.40	111.91	111.15	109.31	113.71	112.73	113.09
May	115.74	111.91	111.15	109.31	113.89	112.83	113.24
June	(b) 120.02	116.64	112.31	115.34	114.49	118.36	117.17
July	(b) 120.10	117.94	115.71	115.44	114.49	118.74	118.04

## INDEX NUMBERS

(Base : Weighted Average Hourly Wage Rate, Australia, 1954 = 100)

December -							
1939	32.4	31.1	32.4	30.0	32.0	29.6	31.7
1945	39.6	38.9	38.4	37.4	38.7	37.3	38.9
1950	73.0	71.4	69.0	70.0	71.1	70.0	71.5
1955	108.2	104.7	100.4	100.9	106.6	104.2	105.3
1959	124.0	121.7	118.2	120.2	120.8	122.9	122.0
1960	128.5	123.8	124.1	121.0	127.1	124.5	125.7
1961	132.3	128.1	127.3	125.4	129.0	128.4	129.5
1962	132.3	128.6	127.2	126.1	129.7	129.2	129.8
1963	135.4	131.5	130.8	128.6	133.0	132.0	132.8
1963 - July	134.7	131.3	130.4	128.6	132.0	131.7	132.3
August	135.1	131.4	130.7	128.6	132.6	131.8	132.6
September	135.2	131.5	130.7	128.6	132.6	131.9	132.7
October	135.3	131.5	130.8	128.6	132.9	132.0	132.7
November	135.3	131.5	130.8	128.6	132.9	132.0	132.7
December	135.4	131.5	130.8	128.6	133.0	132.0	132.8
1964 - January	135.7	131.8	130.8	128.6	133.1	132.8	133.1
February	135.8	131.8	130.8	128.7	133.1	132.8	133.1
March	135.9	131.8	130.8	128.7	133.1	132.8	133.1
April	135.9	131.8	130.9	128.8	133.9	132.8	133.2
May	136.3	131.8	130.9	128.8	134.1	132.9	133.4
June	(b) 141.4	137.4	132.3	135.9	134.9	139.4	138.0
July	(b) 141.5	138.9	136.3	136.0	134.9	139.9	139.0

(a) See paragraph 10, page 4. Excludes rural, and shipping and stevedoring. The former is not included in the Minimum Wage Rate Index and for the latter definite particulars for the computation of hourly wage rates are not available. (b) See footnote (b) to Table 2, page 6.

TABLE 7. - MINIMUM WEEKLY WAGE RATES : ADULT FEMALES (a)

INDUSTRY GROUPS, 30TH JUNE, 1964

Weighted average minimum weekly rates payable for a full week's work (excluding over-time), as prescribed in awards, determinations, etc., and index numbers of wage rates.

Industry Group	N.S.W.(c)	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE							
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Engineering, Metals, Vehicles, etc.	288 10	268 5	258 11	265 9	265 4	268 4	277 6
Textiles, Clothing and Footwear	270 6	264 11	265 2	269 0	270 4	260 4	267 4
Food, Drink and Tobacco	288 5	265 3	256 10	264 10	252 6	260 10	271 11
Other Manufacturing	284 0	266 1	263 8	266 2	263 9	263 5	274 5
All Manufacturing Groups	279 8	265 8	262 5	266 7	264 3	261 8	271 3
Transport and Communication	300 10	287 10	285 4	288 5	287 8	289 9	292 8
Wholesale and Retail Trade	309 3	285 0	268 10	277 9	273 3	272 1	290 8
Public Authority (n.e.i.) and Community and Business Services	303 9	286 1	269 2	279 6	266 3	300 5	289 3
Amusement, Hotels, Personal Service, etc.	278 0	257 8	256 3	256 9	281 8	263 3	268 9
All Industry Groups (b)	290 5	272 1	266 6	271 9	272 1	269 4	279 1

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(Base : Weighted Average Weekly Wage Rate, Australia, 1954 = 100)

Engineering, Metals, Vehicles, etc.	145.1	134.8	130.1	133.5	133.3	134.8	139.4
Textiles, Clothing and Footwear	135.9	133.1	133.2	135.1	135.8	130.8	134.3
Food, Drink and Tobacco	144.9	133.2	129.0	133.0	126.8	131.0	136.6
Other Manufacturing	142.7	133.7	132.4	133.7	132.5	132.3	137.8
All Manufacturing Groups	140.5	133.4	131.8	133.9	132.7	131.4	136.3
Transport and Communication	151.1	144.6	143.3	144.9	144.5	145.5	147.0
Wholesale and Retail Trade	155.3	143.2	135.0	139.5	137.3	136.7	146.0
Public Authority (n.e.i.) and Community and Business Services	152.6	143.7	135.2	140.4	133.7	150.9	145.3
Amusement, Hotels, Personal Service, etc.	139.6	129.4	128.7	129.0	141.5	132.2	135.0
All Industry Groups (b)	145.9	136.7	133.9	136.5	136.7	135.3	140.2

(a) See paragraph 10, page 4. (b) Excludes rural; mining and quarrying; and building and construction. (c) See footnote (c) to Table 8 below.

TABLE 8. - MINIMUM WEEKLY WAGE RATES : ADULT FEMALES, ALL GROUPS (a) (b)

Weighted average minimum weekly rates payable for a full week's work (excluding over-time), as prescribed in awards, determinations, etc., and index numbers of wage rates.

End of -	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE							
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
December - 1951	172 4	172 2	161 2	170 3	162 6	165 7	170 4
1959	249 3	241 3	229 8	239 2	224 1	234 3	242 2
1960	261 3	246 7	239 4	242 11	251 2	238 10	251 8
1961	269 2	256 7	255 6	252 0	256 7	248 3	261 2
1962	269 1	256 8	255 9	252 4	262 2	248 4	261 6
1963 - June	272 3	259 10	258 8	253 10	263 11	249 8	264 5
September	274 6	260 7	261 4	255 1	265 10	251 7	266 2
December	274 7	260 7	261 6	255 1	266 5	251 11	266 3
1964 - March	278 6	260 7	261 6	255 1	266 6	253 0	267 11
June	290 5	272 1	266 6	271 9	272 1	269 4	279 1

## INDEX NUMBERS

(Base : Weighted Average Weekly Wage Rate, Australia, 1954 = 100)

December - 1951	86.6	86.5	81.0	85.5	81.6	83.2	85.6
1959	125.2	121.2	115.4	120.1	112.6	117.7	121.6
1960	131.2	123.9	120.2	122.0	126.2	120.0	126.4
1961	135.2	128.9	128.3	126.6	128.9	124.7	131.2
1962	135.2	128.9	128.5	126.7	131.7	124.7	131.4
1963 - June	136.8	130.5	129.9	127.5	132.6	125.4	132.8
September	137.9	130.9	131.3	128.1	133.5	126.4	133.7
December	137.9	130.9	131.4	128.1	133.8	126.5	133.7
1964 - March	139.9	130.9	131.4	128.1	133.9	127.1	134.6
June	145.9	136.7	133.9	136.5	136.7	135.3	140.2

(a) See paragraph 10, page 4. (b) Excludes rural; mining and quarrying; and building and construction. (c) The New South Wales figures for June, 1964 incorporate the proposed retrospective basic wage increase of 7 shillings a week for adult females (State awards, etc.). This higher rate is being paid to many employees.

TABLE 9. - MINIMUM HOURLY WAGE RATES : ADULT FEMALES (a)  
INDUSTRY GROUPS, 30TH JUNE, 1964

Weighted average minimum hourly rates payable and index numbers of hourly rates

Industry Group	N.S.W.(c)	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (Pence)							
Engineering, Metals, Vehicles, etc.	86.71	80.79	77.68	79.73	79.60	80.50	83.38
Textiles, Clothing and Footwear	81.25	79.48	79.55	80.70	81.10	78.10	80.24
Food, Drink and Tobacco	86.53	79.58	77.05	79.45	75.75	78.25	81.58
Other Manufacturing	85.65	79.94	79.10	80.13	79.13	79.03	82.59
All Manufacturing Groups	84.07	79.76	78.73	80.03	79.28	78.50	81.48
Transport and Communication	94.90	91.04	90.56	91.47	91.13	95.79	92.64
Wholesale and Retail Trade	93.83	85.50	80.65	83.33	81.98	81.62	87.60
Public Authority (n.e.i.) and Community and Business Services	94.70	87.46	82.31	85.58	81.01	95.62	89.16
Amusement, Hotels, Personal Service, etc.	84.67	77.42	77.05	77.31	84.67	80.10	81.32
All Industry Groups (b)	88.16	82.01	80.55	82.00	82.08	81.70	84.42

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(Base : Weighted Average Hourly Wage Rate, Australia, 1954 = 100)

Engineering, Metals, Vehicles, etc.	144.0	134.2	129.0	132.4	132.2	133.7	138.5
Textiles, Clothing and Footwear	134.9	132.0	132.1	134.0	134.7	129.7	133.3
Food, Drink and Tobacco	143.7	132.2	128.0	132.0	125.8	130.0	135.5
Other Manufacturing	142.3	132.8	131.4	133.1	131.4	131.3	137.2
All Manufacturing Groups	139.6	132.5	130.8	132.9	131.7	130.4	135.3
Transport and Communication	157.6	151.2	150.4	151.9	151.4	159.1	153.9
Wholesale and Retail Trade	155.8	142.0	133.9	138.4	136.2	135.6	145.5
Public Authority (n.e.i.) and Community and Business Services	157.3	145.3	136.7	142.1	134.5	158.8	148.1
Amusement, Hotels, Personal Service, etc.	140.6	128.6	128.0	128.4	140.6	133.0	135.1
All Industry Groups (b)	146.4	136.2	133.8	136.2	136.3	135.7	140.2

(a) See paragraph 10, page 4. (b) Excludes rural; mining and quarrying; and building and construction. (c) See footnote (c) to Table 8, page 10.

TABLE 10. - MINIMUM HOURLY WAGE RATES : ADULT FEMALES, ALL GROUPS (a) (b)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

End of -	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (Pence)							
December - 1951	52.30	51.90	48.72	51.37	49.02	50.23	51.51
1959	75.66	72.72	69.42	72.17	67.57	71.06	73.26
1960	79.31	74.33	72.34	73.30	75.77	72.45	76.13
1961	81.71	77.34	77.23	76.04	77.40	75.30	79.00
1962	81.68	77.37	77.30	76.14	79.09	75.33	79.10
1963 - June	82.65	78.32	78.19	76.59	79.61	75.73	79.99
September	83.33	78.55	78.99	76.97	80.19	76.31	80.52
December	83.35	78.55	79.04	76.97	80.37	76.42	80.54
1964 - March	84.54	78.55	79.04	76.97	80.39	76.74	81.04
June	(c) 88.16	82.01	80.55	82.00	82.08	81.70	84.42

INDEX NUMBERS

(Base : Weighted Average Hourly Wage Rate, Australia, 1954 = 100)

December - 1951	86.9	86.2	80.9	85.3	81.4	83.4	85.6
1959	125.7	120.8	115.3	119.9	112.2	118.0	121.7
1960	131.7	123.5	120.1	121.7	125.8	120.3	126.4
1961	135.7	128.5	128.3	126.3	128.5	125.1	131.2
1962	135.7	128.5	128.4	126.5	131.4	125.1	131.4
1963 - June	137.3	130.1	129.9	127.2	132.2	125.8	132.9
September	138.4	130.5	131.2	127.8	133.2	126.7	133.7
December	138.4	130.5	131.3	127.8	133.5	126.9	133.8
1964 - March	140.4	130.5	131.3	127.8	133.5	127.5	134.6
June	(c) 146.4	136.2	133.8	136.2	136.3	135.7	140.2

(a) See paragraph 10, page 4. (b) Excludes rural; mining and quarrying; and building and construction. (c) See footnote (c) to Table 8, page 10.

## II. BASIC WAGE RATES

Basic wage rates are determined by Commonwealth or State industrial authorities. The basic wage is that part of the minimum wage to which are added margins for skill, etc. and loadings. It is determined without regard to any circumstance pertaining to the occupation or industry of an employee.

For further information reference should be made to the Labour Report, in which the history of basic wage fixation in Australia is dealt with at some length. For tables showing Commonwealth and State basic wage rates over a long period of years see the Appendix to Labour Report No. 49, 1961.

### COMMONWEALTH BASIC WAGES

The Commonwealth Conciliation and Arbitration Commission may, for the purpose of preventing or settling an industrial dispute extending beyond the limits of any State, make an order or award altering the basic wage or the principles upon which it is computed. In practice, the Commission holds general basic wage inquiries from time to time and its findings apply to industrial awards within its jurisdiction. In its judgment following the 1961 Basic Wage Inquiry the Commission stated that Commonwealth basic wages should in future be adjusted annually in accordance with movements in the Consumer Price Index for the six capital cities (weighted average), unless the Commission was persuaded to the contrary by those opposing the change, and that a review of the economy generally, and in particular of productivity increases, would take place every three or four years. Since December, 1950 the basic wage for adult females has been 75 per cent. of the adult male rate.

TABLE 11. - COMMONWEALTH BASIC WAGES : WEEKLY RATES

Date Operative (a)	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart	Six Capitals
ADULT MALES							
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1951 - November	207 0	199 0	185 0	195 0	197 0	199 0	200 0
1952 - November	237 0	228 0	216 0	229 0	228 0	230 0	231 0
1953 - August (b)	243 0	235 0	218 0	231 0	236 0	242 0	236 0
1956 - June (c)	253 0	245 0	228 0	241 0	246 0	252 0	246 0
1957 - 15th May(c)	263 0	255 0	238 0	251 0	256 0	262 0	256 0
1958 - 21st May(c)	268 0	260 0	243 0	256 0	261 0	267 0	261 0
1959 - 11th June(c)	283 0	275 0	258 0	271 0	276 0	282 0	276 0
1961 - 7th July(c)	295 0	287 0	270 0	283 0	288 0	294 0	288 0
1964 - 19th June(c)	315 0	307 0	290 0	303 0	308 0	314 0	308 0
ADULT FEMALES							
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1951 - November	155 0	149 0	138 6	146 0	147 6	149 0	150 0
1952 - November	177 6	171 0	162 0	171 6	171 0	172 6	173 0
1953 - August (b)	182 0	176 0	163 6	173 0	177 0	181 6	177 0
1956 - June (c)	189 6	183 6	171 0	180 6	184 6	189 0	184 6
1957 - 15th May(c)	197 0	191 0	178 6	188 0	192 0	196 6	192 0
1958 - 21st May(c)	201 0	195 0	182 0	192 0	195 6	200 0	195 6
1959 - 11th June(c)	212 0	206 0	193 6	203 0	207 0	211 6	207 0
1961 - 7th July(c)	221 0	215 0	202 6	212 0	216 0	220 6	216 0
1964 - 19th June(c)	236 0	230 0	217 6	227 0	231 0	235 6	231 0

(a) Rates are operative from the beginning of the first pay-period commencing in the month shown or commencing on or after the date shown. (b) Automatic quarterly adjustment in accordance with variations in retail price index numbers discontinued.  
(c) Rates declared subsequent to an inquiry.



## STATE BASIC WAGES

In New South Wales the basic wage is automatically adjusted each quarter in accordance with variations in the Consumer Price Index. State basic wages are not declared in Victoria and Tasmania, but Wages Boards, which determine minimum rates to be paid in various industry groups or callings, now generally adopt Commonwealth rates. In Queensland the industrial authority may declare a basic wage only after a full inquiry. In South Australia the rates have been the same as Commonwealth rates since 1950. The industrial authority in Western Australia determines the basic wage each quarter after considering retail price index numbers. In all States, since May, 1961 the basic wage for adult females has been 75 per cent. of the adult male rate. The rates for the capital cities in each State are shown in Table 12.

TABLE 12. - STATE BASIC WAGES : WEEKLY RATES

Date Operative (a)	Adult Males s. d.	Adult Females s. d.	Date Operative (a)	Adult Males s. d.	Adult Females s. d.
NEW SOUTH WALES BASIC WAGE - SYDNEY RATES					
1953 - August (b)	243 0	182 0	1962 - May	300 0	225 0
1955 - November (c)	253 0	189 6	August	299 0	224 6
1956 - November	274 0	205 6	November	300 0	225 0
1957 - November	270 0	202 6	1963 - February	301 0	226 0
1958 - November	273 0	204 6	May	302 0	226 6
1959 - November	279 0	209 0	August	303 0	227 6
1960 - November	294 0	220 6	November	303 0	227 6
1961 - November	301 0	226 0	1964 - February	303 0	227 6
1962 - November	300 0	225 0	May	305 0	229 0
			August (f)	308 0	231 0
VICTORIAN BASIC WAGE - MELBOURNE RATES					
1953 - November	237 0	177 6	1959 - June (d)	275 0	206 0
1954 - November	234 0	175 6	1961 - July (d)	287 0	215 0
1955 - November	246 0	184 6	1964 - June (d)	307 0	230 0
1956 - August (b)	263 0	197 0			
QUEENSLAND BASIC WAGE - BRISBANE RATES					
1953 - 2nd November	222 0	149 0	1961 - 30th January	280 0	194 0
1954 - 1st February	225 0	151 0	1st May (e)	280 0	210 0
1955 - 24th October	229 0	154 0	29th May (e)	284 0	213 0
1956 - 29th October	241 0	162 6	1963 - 6th May (e)	286 0	214 6
1957 - 29th July	241 0	162 6	1964 - 13th July (e)	300 0	225 0
1958 - 27th October	256 0	173 6			
1959 - 26th October	267 0	182 0			
1960 - 31st October	276 0	191 0			
SOUTH AUSTRALIAN BASIC WAGE - ADELAIDE RATES					
NOTE: Since February, 1950 these rates have been the same as the Commonwealth basic wage rates for Adelaide (see previous table).					
WESTERN AUSTRALIAN BASIC WAGE - METROPOLITAN RATES					
1953 - 27th July	246 6	160 3	1961 - 31st July	300 6	225 5
1955 - 9th August	252 5	164 1	30th October	298 9	224 1
1956 - 29th October	265 2	172 4	1963 - 22nd April	300 3	225 2
1957 - 28th October	272 9	177 3	29th July	301 6	226 1
1958 - 27th October	273 5	177 9	1964 - 27th April	304 2	228 2
1959 - 26th October	281 6	183 0	22nd Sept.(e)	308 0	231 0
1960 - 24th October	294 7	220 11			
1961 - 30th October	298 9	224 1			
TASMANIAN BASIC WAGE - HOBART RATES					
1956 - February (c)	259 0	194 3	1959 - July (d)	282 0	211 6
May	268 0	201 0	1961 - July (d)	294 0	220 6
August (b)	272 0	204 0	1964 - June (d)	314 0	235 6

(a) See Table 11. (b) See Table 11. (c) Automatic adjustments re-introduced.

(d) Commonwealth basic wage rates adopted by most wages boards in the months shown.

(e) Rates declared subsequent to an inquiry. (f) Legislation which would place the State basic wage for Sydney at the same level as the Commonwealth Basic wage (315s. for adult males, 236 s. for adult females) has been proposed. These higher rates are being paid to many employees.

### III. AVERAGE WEEKLY EARNINGS

The figures in this section are derived from particulars of employment and of wages and salaries recorded on Pay-roll Tax returns, from other direct collections and from estimates of the unrecorded balance. Pay of members of the defence forces is not included.

Particulars of wages and salaries paid are not available for males and females separately from the sources mentioned above; average weekly earnings have therefore been calculated in terms of male units. Male units represent total male employment plus a proportion of female employment based on the approximate ratio of female to male earnings. As it was not possible to estimate the ratio of male to female earnings in the several States the same ratio has been used in each State. Because the actual ratio may vary between States precise comparisons between average earnings in different States cannot be made on the basis of the figures shown.

For a number of reasons average weekly earnings per employed male unit cannot be compared with the minimum weekly wage rates shown in Tables 1 - 4. The figures in Tables 1 - 4 are weighted average minimum (award) rates payable to adult male wage earners in non-rural industry for a full week's work, at the end of each month or year. Those in Table 13 represent actual average weekly earnings for all wage earners and salaried employees (whether adult or junior, full-time or part-time, casual, etc.) and are quarterly or annual averages.

TABLE 13. - AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT (a)

(£)

Period	N.S.W. (b)	Vic.	Qld.	S.A. (c)	W.A.	Tas.	Australia
1954-55	17.69	17.65	15.59	16.89	16.15	16.60	17.17
1955-56	18.97	18.91	16.48	17.93	16.94	17.79	18.34
1956-57	19.95	19.81	17.42	18.34	17.51	18.85	19.21
1957-58	20.48	20.34	17.86	18.84	18.11	19.07	19.73
1958-59	21.14	20.98	18.62	19.29	18.31	19.56	20.34
1959-60	22.83	22.74	19.71	20.91	19.61	20.96	21.93
1960-61	24.06	23.58	20.79	21.68	20.77	21.66	22.98
1961-62	24.55	24.26	21.61	22.37	21.51	22.64	23.62
1962-63	25.08	25.05	22.18	22.91	22.12	22.95	24.23
1963-64	26.29	26.24	23.34	24.06	23.58	24.27	25.44
1962 - March Quarter	23.35	23.42	20.49	21.72	20.86	22.26	22.65
June "	25.22	24.69	21.88	22.85	21.87	23.88	24.15
September "	24.47	24.45	22.17	22.69	22.04	22.44	23.77
December "	26.23	25.65	23.25	23.69	22.66	22.93	25.10
1963 - March "	23.86	24.17	20.92	22.27	21.28	22.25	23.20
June "	25.74	25.92	22.38	23.00	22.50	24.15	24.83
September "	25.33	25.49	22.77	23.35	23.28	23.24	24.65
December "	27.71	27.94	24.48	25.13	24.87	25.42	26.85
1964 - March "	25.01	24.88	22.18	23.22	22.37	23.61	24.22
June "	27.09	26.67	23.91	24.53	23.80	24.79	26.02

(a) Includes, in addition to wages at award rates, earnings of salaried employees, over-time earnings, over-award and bonus payments, payments made in advance or retrospectively during the periods specified, etc. See explanatory notes above. (b) Includes the Australian Capital Territory. (c) Includes the Northern Territory.

NOTE:- Quarterly figures are affected by seasonal influences.

Comparisons as to trend are generally best made by relating complete years or corresponding periods of incomplete years. However, comparisons of December quarter, 1963 and March and June quarters, 1964 with the corresponding quarters of previous years are affected by additional prepayments arising from extensions of annual leave from two to three weeks.

Seasonally adjusted indexes of average earnings are shown in Table 14.

TABLE 14. - INDEXES OF AVERAGE WEEKLY EARNINGS (a) : AUSTRALIA

(Base of each Index : Year 1953-54 = 100)

Seasonally Adjusted

Period	All Industries (b)	Manufacturing (c)	Period	All Industries (b)	Manufacturing (c)
1954-55	105.1	106.9	1958 - March Qtr.	121.2	122.3
1955-56	112.3	113.8	June "	121.9	123.6
1956-57	117.7	118.3	Sept. "	123.2	124.2
1957-58	120.8	122.0	Dec. "	125.2	126.0
1958-59	124.5	125.6	1959 - March "	124.0	125.4
1959-60	134.3	135.4	June "	125.5	126.8
1960-61	140.6	141.1	Sept. "	130.3	131.8
1961-62	144.7	143.4	Dec. "	131.6	132.7
1962-63	148.3	(d) 147.7	1960 - March "	136.4	137.5
1963-64	155.7	(d) 154.3	June "	138.9	139.5
			Sept. "	139.0	140.2
1954 - Sept. Qtr.	102.7	104.9	Dec. "	140.4	141.7
Dec. "	103.5	105.1	1961 - March "	141.5	142.4
1955 - March "	105.5	107.1	June "	141.7	140.2
June "	108.8	110.6	Sept. "	141.7	140.9
Sept. "	109.9	111.9	Dec. "	143.4	142.8
Dec. "	110.7	113.2	1962 - March "	146.2	144.4
1956 - March "	113.8	114.3	June "	147.3	145.4
June "	114.9	115.7	Sept. "	145.3	(d) 146.4
Sept. "	115.5	116.6	Dec. "	146.9	(d) 146.3
Dec. "	117.0	117.8	1963 - March "	149.7	(d) 149.3
1957 - March "	118.9	118.5	June "	151.3	(d) 148.8
June "	119.2	120.2	Sept. "	150.9	(d) 150.8
Sept. "	119.2	119.8	Dec. "	154.8	(d) 153.6
Dec. "	120.9	122.1	1964 - March "	158.0	(d) 156.2
			June "	159.0	(d) 156.5

(a) See explanatory notes on previous page. (b) Average earnings per employed male unit. Based on Pay-roll Tax returns and other data. (c) The index for manufacturing industries for the years 1954-55 to 1962-63 is based on the average earnings of male wage and salary earners employed in factories as disclosed by annual Factory Censuses. The figures for periods subsequent to June, 1963 are interim estimates based on Pay-roll Tax returns and are subject to revision when the Factory Census for 1963-64 is tabulated. (d) Figures for these periods were shown incorrectly in the previous issue.

NOTE:- The index numbers for "All Industries" and "Manufacturing" show the movement in average earnings for each group over a period of time. However, they do not give, at any point of time, a comparison of actual earnings in the two groups.

#### IV. SURVEYS OF WEEKLY EARNINGS AND HOURS

General. Sample surveys in respect of most private employers subject to pay-roll tax (i.e. those paying more than £200 per week in wages and salaries) have been conducted as at the last pay-periods in October, 1962 and October, 1963. These surveys supply detailed data for use in the compilation of the Australian National Accounts and other statistical series as well as for general publication.

Results of the 1963 survey (see Tables 15 and 16) with some qualified comparisons with the 1962 survey (see Table 17) are contained herein. The figures for the 1962 survey amend those published in preliminary form in Statistical Bulletin No. 213 (20th March, 1963). The 1962 survey was the first of this type and was experimental in form. A further survey is being conducted for the last pay-period in October, 1964 and its results will be published in this series of Wage Rates and Earnings bulletins as soon as possible in 1965.

Figures for average weekly earnings, average weekly hours paid for, and average hourly earnings as at the selected pay-periods are presented for males and females (adult and junior) separately by industry groupings (for 1963) and by States. They reflect the effects of differences (and of changes between the points of time) in amounts paid for the various occupations; in amounts paid for the same occupations; in occupational structures within industries; in industry structure; in degrees of business activity (incidence of overtime, etc); and in incidence of incentive schemes, piece-work and profit-sharing scheme payments, etc.

Coverage. The results of the surveys in October, 1962 and October, 1963 were based on returns from two separate stratified random samples of private employers subject to pay-roll tax. Employees in rural industry and in private domestic service were excluded because most employers in these two industries are not subject to pay-roll tax. Also excluded from the surveys were employees of government and semi-government authorities as well as those of religious, benevolent and other similar organizations exempt from pay-roll tax. The earnings and hours of waterside workers employed on a casual basis have been excluded because they are subject to wide fluctuations for short periods such as those covered by these surveys.

For the October, 1962 survey, returns were received from approximately 3,700 employers and the sample returns represented 1,302,800 male and 518,500 female wage and salary earners. There were also approximately 3,700 employers surveyed in October, 1963 and the sample represented a total of 1,338,500 male and 538,900 female employees.

The figures contained in the tables in this section are for "Employees (other than part-time) Whose Hours of Work Were Known" as defined below. Because of the heterogeneity of the data combined with high sampling variability, figures relating to other employees (part-time workers, executives etc., and those whose hours of work were not known) are not available for publication.

Comparability of Results. These sample surveys are of course subject to sampling variability, that is, variation which might occur by chance because only a sample of employers was surveyed. In addition to affecting the results of each sample such aspects also affect comparison between each year's results.

In Table 17 a comparison of the results of the surveys in October, 1962 and October, 1963 is therefore shown for broad categories only. Comparison of the more detailed results for 1963 contained in Tables 15 and 16 of this section and the preliminary results for 1962 in Statistical Bulletin No. 213 (20th March, 1963) should not be attempted. This is because figures for October, 1962 contained in S.B.213 have been revised; the comparison other than for broad categories would be subject to sampling variability too high for most practical purposes; and there was a change in industry classification between the two surveys. From October, 1963 these surveys have been related to the industry classification adopted for the population census of June, 1961.

Definitions. The following definitions refer to terms used in the surveys and in the tables in this section.

"Employees" refer to male and female employees on the pay-roll of the last pay-period in October.



"Employees Whose Hours of Work Were Known" exclude (i) all managerial, executive, professional and higher supervisory staff, whether or not their hours of work were known, and (ii) any other employees whose hours of work were not known. They comprise all other employees who received pay for the last pay-period in October and whose hours of work were known (including foremen, transport supervisors, floor-walkers, other minor supervisory employees, clerical and office staff, etc.).

"Part-time Employees" refer to employees who ordinarily worked less than 30 hours a week. Employees on short-time who normally worked 30 hours or more a week were classified as "other than part-time".

"Adults" include employees who, although under 21 years of age, were paid at the adult rate for their occupation.

"Juniors" are those employees under 21 years of age who were not paid at the adult rate for their occupation.

"Earnings" (i.e. gross earnings, before taxation and other deductions) include ordinary time and overtime earnings, payments for sick leave and holidays, commission, and all other payments such as incentive scheme, piecework and profit-sharing scheme payments, etc., and bonus payments of any kind. Annual or other periodical bonuses have been included only at the appropriate proportion for one week. For employees paid other than weekly, only the proportion of earnings equivalent to one week has been included.

"Weekly Hours Paid For" include ordinary time and overtime hours, paid stand-by or reporting time, paid sick leave and paid holidays. For employees paid other than weekly, hours have been converted to the equivalent for one week.

SURVEY OF WEEKLY EARNINGS AND HOURS, PRIVATE EMPLOYMENT - OCTOBER, 1963 (a)

TABLE 15. - AVERAGE EARNINGS AND HOURS - EMPLOYEES (OTHER THAN PART-TIME) WHOSE HOURS OF WORK WERE KNOWN (b)  
INDUSTRY GROUPS - AUSTRALIA (c)

Industry Group	Average Weekly Earnings				Average Weekly Hours Paid For				Average Hourly Earnings			
	Adult Males	Junior Males	Adult Females	Junior Females	Adult Males	Junior Males	Adult Females	Junior Females	Adult Males	Junior Males	Adult Females	Junior Females
	£	£	£	£					s. d.	s. d.	s. d.	s. d.
Manufacturing -												
Chemicals, dyes, explosives, paints, non-mineral oils	25.90	12.95	15.74	10.59	41.76	40.40	39.59	38.82	12 5	6 5	7 11	5 5
Extracting, refining and founding of metals	26.60	13.71	15.00	11.49	43.43	41.84	40.46	40.67	12 3	6 7	7 5	5 8
Engineering and metalworking	25.69	11.36	14.86	9.84	42.74	41.15	39.73	39.52	12 0	5 6	7 6	5 0
Ships, vehicles, parts and accessories	26.21	11.62	15.03	10.81	43.54	41.52	39.70	39.63	12 0	5 7	7 7	5 5
Founding, Engineering, Vehicles, etc.	25.98	11.78	14.90	10.16	43.06	41.33	39.77	39.64	12 1	5 8	7 6	5 1
Textiles, clothing and footwear	23.82	11.51	14.50	8.68	41.86	40.71	39.35	39.10	11 5	5 8	7 4	4 5
Food, drink and tobacco	24.22	12.59	14.95	9.73	42.68	41.34	39.48	38.86	11 4	6 1	7 7	5 0
Paper, printing, bookbinding and photography	28.50	12.69	15.77	9.34	41.78	40.76	39.57	39.56	13 8	6 3	8 0	4 9
Other	24.64	11.04	14.72	9.20	43.13	40.52	39.56	39.31	11 5	5 5	7 5	4 8
All Manufacturing Groups	25.50	11.82	14.82	9.30	42.78	41.04	39.52	39.22	11 11	5 9	7 6	4 9
Mining and quarrying	30.29	14.06	17.63	11.59	41.61	41.03	39.26	39.34	14 7	6 10	9 0	5 11
Building and construction	27.84	12.74	16.80	10.10	43.04	40.37	39.37	38.64	12 11	6 4	8 6	5 3
Transport and storage	27.63	11.86	16.78	10.97	44.64	40.51	39.07	39.16	12 5	5 10	8 7	5 7
Finance and property	26.29	12.25	16.68	10.99	38.86	38.36	37.58	37.78	13 6	6 5	8 11	5 10
Retail trade	23.32	11.04	15.32	9.09	41.20	41.04	39.54	39.69	11 4	5 5	7 9	4 7
Wholesale trade, primary produce dealing, etc.	24.36	11.31	16.08	10.16	40.88	39.72	38.76	38.54	11 11	5 8	8 4	5 3
Other industries	24.98	12.39	15.79	10.34	41.29	38.88	39.04	38.27	12 1	6 4	8 1	5 5
All Industry Groups	25.62	11.74	15.27	9.69	42.30	40.53	39.29	39.00	12 1	5 10	7 9	5 0

(a) Last pay-period in October, 1963. (b) Private employees only. Excludes managerial, executive, professional and higher supervisory staff, whether or not their hours of work were known, and all other employees whose hours of work were not known. (c) Excludes Northern Territory and Australian Capital Territory.

NOTE: For definitions and particulars of coverage of the survey, etc. see pages 16 and 17.

SURVEY OF WEEKLY EARNINGS AND HOURS, PRIVATE EMPLOYMENT - OCTOBER, 1963 (a)  
TABLE 16. - AVERAGE EARNINGS AND HOURS - EMPLOYEES (OTHER THAN PART-TIME) WHOSE HOURS OF WORK WERE KNOWN (b)  
INDUSTRY GROUPS - STATES

State	Average Weekly Earnings (£)					Average Weekly Hours Paid For					Average Hourly Earnings (s.d.)				
	Manufacturing			Non-manu- fac- turing	All Ind- ustry Groups	Manufacturing			Non-manu- fac- turing	All Ind- ustry Groups	Manufacturing			Non-manu- fac- turing	All Ind- ustry Groups
	Founding, Engineering, Vehicles, etc.	Other	Total			Founding, Engineering, Vehicles, etc.	Other	Total			Founding, Engineering, Vehicles, etc.	Other	Total		
ADULT MALES															
New South Wales	26.26	25.92	26.10	26.76	26.37	42.39	42.27	42.33	41.74	42.09	12 5	12 3	12 4	12 10	12 6
Victoria	26.33	25.53	25.88	25.78	25.84	44.11	43.05	43.51	41.52	42.76	11 11	11 10	11 11	12 5	12 1
Queensland	23.93	23.48	23.62	24.86	24.27	43.44	42.94	43.10	41.31	42.15	11 0	10 11	11 0	12 0	11 6
South Australia	25.58	23.57	24.86	24.29	24.63	43.51	42.34	43.09	42.11	42.69	11 9	11 2	11 6	11 6	11 6
Western Australia	22.65	22.06	22.27	24.51	23.58	41.41	41.10	41.20	41.61	41.44	10 11	10 9	10 10	11 9	11 5
Tasmania	27.33	23.31	24.76	24.10	24.47	41.96	41.29	41.53	41.24	41.41	13 0	11 4	11 11	11 8	11 10
Australia (c)	25.98	25.06	25.50	25.77	25.62	43.06	42.53	42.78	41.63	42.30	12 1	11 9	11 11	12 5	12 1
JUNIOR MALES															
New South Wales	12.43	12.41	12.42	12.11	12.28	40.97	40.52	40.76	39.92	40.37	6 1	6 2	6 1	6 1	6 1
Victoria	11.74	12.15	11.97	11.69	11.84	41.84	41.06	41.39	39.68	40.56	5 7	5 11	5 9	5 11	5 10
Queensland	10.43	11.57	11.10	11.43	11.26	42.22	41.14	41.59	39.71	40.64	4 11	5 8	5 4	5 9	5 7
South Australia	11.19	10.58	10.92	11.54	11.25	41.88	41.65	41.78	40.66	41.18	5 4	5 1	5 3	5 8	5 6
Western Australia	10.03	10.08	10.06	10.57	10.36	39.80	39.67	39.72	40.92	40.42	5 1	5 1	5 1	5 2	5 2
Tasmania	11.71	11.62	11.65	11.11	11.33	40.91	40.06	40.34	40.09	40.19	5 9	5 10	5 9	5 7	5 8
Australia (c)	11.78	11.86	11.82	11.66	11.74	41.33	40.77	41.04	40.02	40.53	5 8	5 10	5 9	5 10	5 10
ADULT FEMALES															
New South Wales	*	*	15.22	16.50	15.76	*	*	39.33	38.58	39.01	*	*	7 9	8 7	8 1
Victoria	*	*	14.68	15.95	15.12	*	*	39.66	38.93	39.40	*	*	7 5	8 2	7 8
Queensland	*	*	13.99	14.93	14.63	*	*	39.67	39.45	39.52	*	*	7 1	7 7	7 5
South Australia	*	*	13.89	14.52	14.25	*	*	40.11	39.90	39.99	*	*	6 11	7 3	7 2
Western Australia	*	*	13.77	15.13	14.77	*	*	39.03	39.74	39.55	*	*	7 1	7 7	7 6
Tasmania	*	*	14.54	14.53	14.53	*	*	39.12	39.25	39.19	*	*	7 5	7 5	7 5
Australia (c)	14.90	14.80	14.82	15.84	15.27	39.77	39.44	39.52	38.99	39.29	7 6	7 6	7 6	8 1	7 9
JUNIOR FEMALES															
New South Wales	*	*	9.79	10.61	10.29	*	*	39.16	38.69	38.87	*	*	5 0	5 6	5 4
Victoria	*	*	9.45	10.02	9.77	*	*	39.02	38.52	38.73	*	*	4 10	5 2	5 1
Queensland	*	*	8.23	9.24	8.93	*	*	39.50	38.98	39.14	*	*	4 2	4 9	4 7
South Australia	*	*	8.40	9.42	9.08	*	*	39.53	39.21	39.32	*	*	4 3	4 10	4 7
Western Australia	*	*	8.21	8.71	8.58	*	*	40.04	39.84	39.89	*	*	4 1	4 4	4 4
Tasmania	*	*	9.78	8.91	9.19	*	*	38.62	39.33	39.10	*	*	5 1	4 6	4 8
Australia (c)	10.16	9.13	9.30	9.91	9.69	39.64	39.14	39.22	38.87	39.00	5 1	4 8	4 9	5 1	5 0

(a) Last pay-period in October, 1963. (b) Private employees only. Excludes managerial, executive, professional and higher supervisory staff, whether or not their hours of work were known, and all other employees whose hours of work were not known. (c) Excludes Northern Territory and Australian Capital Territory.

NOTES: 1. For definitions and particulars of coverage of the survey, etc. see pages 16 and 17.

2. Symbol \* denotes information not available because the figures are subject to sampling variability too high for most practical uses.

SURVEYS OF WEEKLY EARNINGS AND HOURS, PRIVATE EMPLOYMENT - OCTOBER, 1962 AND OCTOBER, 1963 (a)  
 TABLE 17. - AVERAGE EARNINGS AND HOURS - EMPLOYEES (OTHER THAN PART-TIME) WHOSE HOURS OF WORK WERE KNOWN (b)  
 ALL INDUSTRY GROUPS - STATES

State	Average Weekly Earnings (£)		Average Weekly Hours Paid For		Average Hourly Earnings (s. d.)	
	October, 1962(a)	October, 1963(a)	October, 1962(a)	October, 1963(a)	October, 1962(a)	October, 1963(a)
ADULT MALES						
New South Wales	25.50	26.37	42.11	42.09	12 1	12 6
Victoria	24.85	25.84	42.38	42.76	11 9	12 1
Queensland	23.08	24.27	42.06	42.15	11 0	11 6
South Australia	23.52	24.63	42.26	42.69	11 2	11 6
Western Australia	23.85	23.58	41.74	41.44	11 5	11 5
Tasmania	23.75	24.47	40.56	41.41	11 9	11 10
Australia (c)	24.72	25.62	42.13	42.30	11 9	12 1
JUNIOR MALES						
New South Wales	12.09	12.28	40.18	40.37	6 0	6 1
Victoria	11.52	11.84	40.27	40.56	5 9	5 10
Queensland	10.88	11.26	40.21	40.64	5 5	5 7
South Australia	10.60	11.25	40.50	41.18	5 3	5 6
Western Australia	9.89	10.36	40.26	40.42	4 11	5 2
Tasmania	11.32	11.33	39.80	40.19	5 8	5 8
Australia (c)	11.45	11.74	40.23	40.53	5 8	5 10
ADULT FEMALES						
New South Wales	15.41	15.76	38.89	39.01	7 11	8 1
Victoria	14.82	15.12	39.10	39.40	7 7	7 8
Queensland	14.28	14.63	39.55	39.52	7 3	7 5
South Australia	14.29	14.25	39.39	39.99	7 3	7 2
Western Australia	14.28	14.77	39.39	39.55	7 3	7 6
Tasmania	14.34	14.53	39.54	39.19	7 3	7 5
Australia (c)	14.98	15.27	39.08	39.29	7 8	7 9
JUNIOR FEMALES						
New South Wales	9.98	10.29	39.20	38.87	5 1	5 4
Victoria	9.89	9.77	39.19	38.73	5 1	5 1
Queensland	8.93	8.93	39.65	39.14	4 6	4 7
South Australia	9.01	9.08	39.19	39.32	4 7	4 7
Western Australia	8.45	8.58	39.43	39.89	4 3	4 4
Tasmania	8.92	9.19	39.42	39.10	4 6	4 8
Australia (c)	9.60	9.69	39.27	39.00	4 11	5 0

(a) Last pay-periods in October, 1962 and October, 1963. (b) Private employees only. Excludes managerial, executive, professional and higher supervisory staff, whether or not their hours of work were known, and all other employees whose hours of work were not known. (c) Excludes Northern Territory and Australian Capital Territory.

NOTE: For definitions and particulars of the coverage of the surveys etc. see pages 16 and 17.

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS  
 CANBERRA, A.C.T. 22ND OCTOBER, 1964.

K. M. ARCHER  
 COMMONWEALTH STATISTICIAN

NOTE: Inquiries concerning these statistics may be made in Canberra by telephoning 41971, Extension 7 or, in each State capital, by telephoning the office of the Bureau of Census and Statistics.